



YMCA EMPLOYEE BENEFITS

A nonprofit benefit Plan exclusively serving YMCAs since 1970.

REWARDING HEALTHY CULTURE

WellnessWorks Program YMCA INCENTIVE

Earn back up to 3% of your Y's medical premium costs with the Rally Health Survey!

The Rally Survey gets your employees thinking about their health and is an annual reminder to re-assess where they stand on their wellness journey. Armed with their results, they'll then be eligible to earn up to \$300 in gift cards by completing activities or programs that promote prevention and help to build healthy habits.

See our [WellnessWorks FAQs](#) for rules and more details.



THE RATIONALE:

As a benefits plan exclusively serving YMCA employees and their families, we have a fundamental belief that our plan members should take ownership over healthy living in their own lives. That can only be achieved when each of us takes the time to continually assess where we stand with our health. And that's where **Rally's Health Survey** comes in.

As the foundation of our WellnessWorks Program, the Rally survey gets members engaged in a fun and interactive way, and identifies areas where simple changes to daily routine can help set smarter goals and stay on target. YMCAs on our Plan can earn up to 3% back on paid medical premium by encouraging participation in the survey.

HERE'S HOW IT WORKS:

Promote the Rally health survey with your covered employees and encourage them to take it between the dates of **August 1, 2021 and February 28, 2022**. You'll want to get the word out to dependents, too! See definition of eligible participants¹ below.

We'll accept all surveys completed by February 28, but the baseline of your participation rate will come from your January 1, 2022 census. Your YMCA will earn a premium credit based on this participation rate, as outlined here:

PARTICIPATION LEVEL	PREMIUM CREDIT
90% or more	3%
75-89%	2%
50-74%	1%



ADDITIONAL DETAILS:

¹ Eligible participants:

For the YMCA incentive: The baseline of eligible participants for the YMCA premium credit incentive includes all active employees, pre-65 retirees, spouses/domestic partners, and adult children aged 19 through 25 who are covered on one of our medical plans as of January 1.

For the Member Incentive: Active employees, pre-65 retirees, and spouses/domestic partners are also eligible to earn up to \$300 in gift card rewards each. Adult children are not eligible for this incentive. See [WellnessWorks Member Flyer](#) for details.

Incentive Period:

For the YMCA incentive: To count towards your Y's premium credit incentive, the survey must be taken between 8/1 and 2/28. Plan members can take the survey any time, all year round, and as many times as they want. Taking it multiple times during this time frame will not impact your Y's completion percentage.

For the Member Incentive: Our incentive period resets each year on August 1. At that time, all rewards activity and unredeemed gift cards reset on Rally. See our [Frequently Asked Questions](#) document for details.

Premium Rate Adjustments & Credits:

YMCAs need to re-qualify for the premium credit each year, based on the criteria and requirements established in subsequent years. Premium credit will be calculated and applied on the 6/1 and 12/1 invoices, based on the premium billed (current and adjustments) for the prior six months. Your YMCA must maintain plan coverage through June or December to receive credit for that period.

YMCAs with low participation rates on the Health Survey will see an additional increase in their annual renewal rates, as follows:

Participation Level	Premium Increase
Ys with 0% participation	Additional 3%
Ys with 1-24% participation	Additional 2%
Ys with 25-39% participation	Additional 1%

Additional Details for Member Incentives:

In order to earn gift cards for the current incentive year, programs or activities must be completed before July 31. If a medical condition makes it unreasonably difficult for a participant to achieve the standards for the incentives under this program, or if it is medically inadvisable for a participant to attempt to achieve the standards for the incentives under this program, participants may call the Senior Manager of Benefits Administration and Compliance at 312-419-8786 to request a reasonable alternative.